

Nine Customers from the DSR St. Michaels office passed their High School Equivalency tests, formerly known as the GED.

On May 19, 2016, the New Life Learning Center (NLLC) held a traditional graduation ceremony in Gallup, NM to present their students with their High School Equivalency certificates.

The DSR is pleased the NLLC is a resource that offers tutoring and mentoring services to individuals that



DSR Senior Caseworker, Darrell King poses with DSR Customer and graduate Anderson Yazzie.

have not finished high school, but need to enroll into college or get a job.

The NLLC offers Adult Basic Education classes, access to online classes, computer literacy, financial literacy, college and career preparation all free of charge. What the NLLC charges are the high school equivalency testing fees. The computer-based exams are \$30.00, and re-testing is \$10.00. Practice tests are also available at \$6.00.

At the NLLC Graduation, the NLLC's Executive Director, Benson Ndolo encouraged the graduates to continue their education. "Continue your education, stay in school, start college. Get that college degree at UNM Gallup, Navajo Technical University, Diné College or here at the New Life Technical School," stated Ndolo.

Mr. Ndolo took the opportunity to announce to the NLLC graduation class and guests that they will begin offering certificate programs at their New Life Technical School in September 2016.



DSR Customer and graduate Thurman Mark and his family, wife Dorinda and their two children.

Certificate programs to be offered are Medical Billing and Coding, Certified Nursing Assistant, Dental Assistant, Health Informatics, Computer Technology, Office Administration, Accounting, Entrepreneurship, Paralegal, Criminal Justice and Early Childhood Development. Each course costs \$755 per semester and will take two semesters to complete. For more information, call (505) 722-8973.

The DSR thanks all the NLLC Graduates for modeling T'áá hwó ájít'éego. The DSR encourages all DSR Customers to continue on their educational journey.



DSR Graduate Forsythia Holyan poses with her diploma from the New Life Learning Center.

The DSR Supports Healthy Living



DBHS Prevention Specialist, Nyla Seweingyawma presents the Navajo Wellness Model to a full class.

The DSR promotes living a healthy lifestyle and will invite other programs and departments to educate Customers on healthy living.

Invited presenter, Nyla Seweingyawma of Navajo Department of Behavioral Health Services shared the Navajo Wellness Model with the Department for Self Reliance (DSR) Customers.

The wellness presentation gave Customers an understanding of the connection between taking care of one's health and integrating the wellness teachings of the Navajo elders so that one may live a long healthy life while reducing the likelihood of developing diabetes.

Nyla explained that the Navajo lived off the land, grew their own crops of corn, vegetables, fruits, and herbs. "Throughout history, Navajo elders never dealt with diabetes," stated Nyla.

Nyla's presentation also explains how the Navajo elders grew their own hay, grass hay, and barley for their livestock. These activities required manual labor to maintain gardens, rangelands, and grazing areas; there was no need for added exercise. In contrast to today, where there are grocery stores and fast food eateries which leave no need for maintaining and growing your food. This inactive lifestyle and readily available foods and sugar-laden beverages caused many to become afflicted with pre-diabetes and diabetes.

Nyla's message to DSR Customers, is they should have total awareness about their health and know what types of foods are in their diets, "Grow your food, if you can't, at least know where it comes from," said Nyla.

In support of wellness and healthy living, the DSR implemented a new work participation activity called, Agricultural Subsistence or self-sufficiency farming. What this means is, the activities you do to grow your food or keep livestock to feed and clothe your family can be used to meet your required work participation hours. For more information on Agricultural Subsistence, speak with your Senior Caseworker.



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T'ÁÁHWÓÁJÍT'ÉEGO

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DSR Customer Volunteers herself into a Job

For the last 10 months, Minah Rodriguez has been a Department for Self Reliance (DSR) Customer along with her husband and two children. "I would not be where I am today with this great job opportunity if the TANF program had not motivated me into putting my efforts in doing a work activity and proceeding forth in working hard," said Minah.

From her experience, Minah now understands why the weekly work activity requirement of twenty-four hours for each adult Customer is a necessary part of being a successful DSR Customer, "While it has been difficult at times, TANF has been very helpful helping my family get on our feet," said Minah.

When the Rodriguez's began looking for work, Minah had a high school diploma, some college credits and limited work experience. Finding a job was not easy, "A few months ago I was unable to find a job, so I had to find a work activity," said Minah.

When Minah realized that the Navajo Nation had limited job opportunities to get work experience and on-the-job training she sought out volunteer work.

Determined, Minah went to the Lupton Chapter hoping to find volunteer work to meet her work participation hours, "I walked into my local chapter that same day and I started volunteering right away for a program called the Little Colorado River Watershed Chapters Associations (LCRWCA)."

Minah explains what the organization does, "The LCRWCA is a community-led watershed planning organization based in 20 Navajo communities," said Minah.



"It was working with LCRWCA that really taught me about the issues affecting the Navajo Nation and my local community," Minah explains conserving water, soil and natural resources is necessary to preserve our environment and is vital to the Navajo Nation's future.

The LCRWCA relies on community outreach and involvement for starting and completing projects in each of the chapters that belong to the partnership. Volunteers work on many projects such as starting local gardens and meeting with local community members and showing them how they can help keep the watershed pristine. In addition to working outdoors, they also do general office work.

Minah is grateful to the LCRWCA, "The support that I received from LCRWCA was amazing," said Minah. She continued, "They were very accommodating to my schedule and didn't mind that my kids sometimes came to work with me, the supervisors even sent me work that I was able to do from home."

Prior to her volunteer work, Minah attended DSR training and learned the concept of T'áá hwó ájít'éego - - "If it is to be, it is up to me." That motivation inspired her to write a letter to Vera Johnson, St. Michaels DSR Program Supervisor II, requesting for more volunteers to get work experience with the LCRWCA.

Minah knew the LCRWCA would be perfect for DSR Customers. They would gain work experience doing office work, learn about community-based advocacy and do agricultural activities.

Thanks to Minah's request for more volunteers, there are quite of few DSR Customers now volunteering for LCRWCA. The volunteers are learning skills and gaining work experience that is otherwise hard to find on the Navajo Nation.

The LCRWCA recognized the potential within Minah and recommended her for an internship, "Not long after volunteering there, LCRWCA heard about an internship in Window Rock, they helped me apply for it, and I was accepted," said Minah.

Minah is appreciative for the opportunity the LCRWCA gave her, "Before LCRWCA, I did not have many job prospects, there wasn't much to look forward to, now, I am really excited about all of the possibilities that lay before me," said Minah.

Minah is now working as a temporary staff member at the Navajo Nation Parks & Recreation Department, "The job I have in Window Rock has taught me a lot," said Minah.

For more information on volunteering with the LCRWCA, contact the DSR St. Michaels office at (928) 810-8592.

Career Development Training Series

Crownpoint DSR and Navajo Department of Workforce Development (NDWD) will be providing a Training Series at the Crownpoint NDWD Office. All DSR Customers from all office locations are encouraged to register, ask your Senior Caseworker for details.

Training Schedule

- July 19 Career Decision Making
- July 25 Using Labor Market
- Aug. 11 Preparing a Resumé
- Aug. 23 Filling out Applications
- Aug. 30 Interviewing Skills
- Sept. 15 Getting and Keeping a Job

Training Times: 10:00 a.m. to 3:00 p.m.

**Bring your own lunch
There are no fees for these training sessions**

Subsidized Adult Employment

Now recruiting applicants for the Little Colorado River Watershed Chapters Association (LCRWCA). There will be 30 positions available in 27 chapters in Arizona for DSR Adult Customers who are in the benefit group between the ages of 18-35 years old.

Recruitment Days

- August 3 - 24 St. Michaels DSR (9:00 a.m. to 12:00 p.m.)
- August 3 - 24 Greasewood DSR (9:00 a.m. to 12:00 p.m.)
- August 3 - 24 Pinon, AZ (9:00 a.m. to 12:00 p.m.)
Whipporwill, AZ (1:00pm - 4:00 pm)

SAE Orientation and Workshops

- Sept. 12 Chinle DSR (9:00 a.m. to 3:00 p.m.)
- Sept. 14 WR Museum or NDOT (9:00 a.m. to 3:00 p.m.)
- Sept. 15 Greasewood DSR (9:00 a.m. to 3:00 p.m.)

**Proposed employment date is October 3, 2016.
Employment will last for six months.**



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Congratulations

The Department for Self Reliance (DSR) would like to dedicate this portion of the newsletter to recognize our DSR Customers and their achievements.

DSR St. Michaels holds a Celebration for Graduates



DSR Program Supervisor II, Vera Johnson congratulates Melinda Kee of Klagetoh for earning a diploma in pharmacy technology from Brookline College in Phoenix, Ariz. Kee is now studying to become a Certified Pharmacy Technician.

The St. Michaels DSR held a celebration on June 15, for DSR Customers who received certificates or degrees.

Earlson Peacock, Training Instructor from Kayenta DSR gave a motivating speech to those attending the event. Earlson encouraged the graduates to, "Find your passion, prioritize and raise history makers." Peacock encouraged the graduates to keep learning.



Mae Begay accepts gifts on behalf of her grandson for graduating from Ganado High School.

St. Michaels DSR Customers

- 11 High School Equivalencies
- 6 High School Diplomas
- 1 Early Childhood Education Certificate
- 1 Medical Coding Certificate
- 1 Pharmacy Technician Certificate
- 1 Elementary Education Assoc. Degree
- 3 Associates Degrees
- 2 Bachelor of Arts Degrees
- 1 Masters Degree

DSR Crownpoint holds a Celebration for Graduates



Crownpoint DSR serve DSR Customers as they celebrate with a luncheon with their families.

On June 22, a celebration was held for Crownpoint DSR Customers who received certificates or degrees. In addition, the children of DSR Customers who were promoted were included in the celebration.

Guest speaker Amber Lynn Begay, Miss Eastern Navajo said, "One of the values my mother taught me is to be independent," said Begay, she continued, "There's no stopping in school, keep going until you fulfill your dream," said Begay.

Crownpoint Children of DSR Customers

- 12 Head Start
- 4 Kindergarten
- 5 Fifth Grade
- 7 Eighth Grade

Crownpoint Adult DSR Customers

- 3 High School Diplomas
- 1 High School Equivalency
- 2 Book Keeping Certificate
- 1 Construction Technology Certificate
- 1 Culinary Arts Certificate
- 1 Energy Systems Certificate
- 5 Pre-Nursing Certificates
- 1 AAS: Admin. Office Specialist
- 1 AAS: Early Childhood Multi-Cultural Education
- 1 AAS: Information Technology
- 1 AAS: Law Advocate

*Chinle, Gallup, Kayenta, Farmington and Tuba City Graduate list not available at time of print.

DSR Introduces Subsidized Adult Employment and Subsidized Youth Employment

collaboration

youth



DSR Training Instructor Brenda Yazzie presents the importance of having a resume when applying for a job, scholarship or internship.



DSR Customers Brendolyn Begay, Quintina Charley, Karen Smith, Kristi Pat and Eric House listen to Emerson Charley.



DSR Training Instructor, Emerson Charley reinforces how important work ethics are in the work place. Having a good work ethic can make a difference and will keep you employed.



DSR Customers Eric House, Karen Smith, Kristi Pat, Brendolyn Begay and Quintina Charley complete the Subsidized Adult Recruitment/Orientation workshop.

The DSR has begun a new pilot project, the Subsidized Adult Employment (SAE). The SAE project is a collaboration between the DSR and employers.

The Bááhááli Chapter in Breadsprings, NM along with the Utah Navajo Health Systems Inc. have committed to this project and both will provide a limited number of jobs located in Breadsprings, NM; Montezuma Creek, UT; Monument Valley, UT; Blanding UT and Navajo Mountain, AZ.

The employers will hire and pay the DSR Customers directly and get reimbursed at one-hundred percent for all of the wages and ten percent for related costs of employing the DSR's Customers.

There are benefits to becoming an SAE employer, an employer will gain an additional labor force at no additional cost to them, they can take advantage of

the Work Opportunity Tax Credit, they become a hands-on partner in growing the Navajo Nation's workforce and most importantly, they are aiding a DSR Customer's success.

The DSR does not select who will get the job. The employer will assess, interview and hire the DSR Customers, pay them their wages and provide them with employee benefits just as they would their employees who are doing similar work.

One adult Customer from each benefit group is eligible for this opportunity, provided that their case is still active and in good standing. Each applicant for the SAE project will be competing with other DSR Customers for the offered positions.

Interested Customers must attend an SAE orientation to determine whether or not they will be able to apply for SAE employment. This job opportunity is competitive; applicants will be selected

based on their application, cover letter, resume, and interview.

The DSR will help prepare interested Customers who would like to apply for this job opportunity by providing them with a one-day training on work ethics, resume writing, dressing for success and positive thinking and positive attitude skills. Customers will also complete a mock job application and a practice job interview before completing the actual job application and interview.

The next SAE recruitment will begin in August 2016. If interested in applying contact your Senior Caseworker for more information. Recruitment schedule on the last page of this newsletter.

If you know of an employer interested in collaborating with the DSR's SAE project, please contact Marian Tapaha, DSR Employment Development Specialist at (505) 278-8190 or at marian.tapaha@nntanf.org.



DBHS Prevention Specialist, Missy Bradley had the youth, parents and their caretakers participate in icebreakers that promote trust, communication and teamwork. In this exercise they had to follow the person in front of them without using their eyesight. After the exercise was completed, Bradley said they could have given each other directions, such as, left, right, stop, forward.



All of the youth, parents and caretakers were split into two teams and had to solve how their team was going to pass under the rope all at the same time. The second team was successful, they banded together and ran under the rope as a group, each person ensured their parent or caretaker had a partner. They demonstrated that communication and teamwork was necessary to achieve success.

The Department for Self Reliance's (DSR) vision is to break the generational cycle of welfare dependence.

DSR Customers living on the Navajo Nation face high unemployment rates and scarce employment opportunities, and their children have even fewer job opportunities.

The DSR is responding by offering the Subsidized Youth Employment (SYE) pilot project. The DSR finds an employer who will employ the DSR youth. The DSR will reimburse the employer one-hundred percent of the wages paid and ten percent of the administration costs.

The SYE is the DSR's first ever youth employment project. It is currently in the early stages with the DSR Gallup, Farmington, and Shiprock offices. The DSR intends for this pilot project to be a permanent benefit available at all DSR offices.

A unique feature of the DSR's SYE pilot project is the three-day training, *Preparing Youth for Employment* training series. This training series took place prior to employment. It was a gathering of resources to provide practical step by step support for job search and college preparation. The training prepared the youth for their transition into the workforce.

The Tse' daa k'aan (Hogback) Chapter Manager, Anita Hayes was a guest

speaker at the DSR's youth training series. In her speech to the youth, she underlined the DSR's concept of *T'áá hwo ájit' éego* by explaining that the Chapter emphasizes the use of the Navajo language and cultural teachings, "we (Chapter) will speak to you in Navajo, and you are expected to speak it back. The Navajo language makes us unique. Every chance you get, use it. As Navajo we are taught not to be lazy, to rise early and on your own, not to be told what to do but to do it on your own, to listen to your elders and be obedient, to have endurance and not give up. It's up to you to understand and grasp these things, as well as, what your parents say, your elders say, and what your employer says."

The Tse' daa k'aan (Hogback) Chapter is the DSR's first and only SYE employer. The DSR youth, who do not have transportation to work, are being transported every day by the DSR.

A mother expressed to the DSR that she has never experienced anything like she did at the three-day training. "I have never heard other programs say these things. It was unbelievable and touching. I appreciate what you all shared."

A father also expressed his appreciation to the DSR and encouraged the youth by saying, "it's okay not to know what you want to do right now.

There are a lot of people out there wanting to help you become successful. You just have to open up and ask."

Through the SYE project, the DSR is helping its youth by using work experience to teach responsibility, organization, time management and to establish good work habits early so that they may obtain and maintain their future jobs to reduce their future dependency on governmental assistance.

A youth participant thanked all the parents for attending alongside them and declared that "it's a big opportunity not just for ourselves but for you as well."

A parent or caregiver was required to participate in all the same training as the youth. "All the parents must attend with their children to reinforce the DSR's teachings and to understand the challenges their children will face when they finish high school," stated Marian Tapaha, DSR Employment Development Specialist.

If you are interested, contact your Senior Caseworker for the next SYE recruitment dates.

If you know of an employer interested in collaborating with the DSR's SYE project, contact Marian Tapaha, DSR Employment Development Specialist at (505) 278-8190 or at marian.tapaha@nntanf.org.

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